

Traditional Employment Interview Questions

Here is a list of sample interview questions job-seekers can expect, especially at first, more traditional interviews.

It's best to be prepared with answers to these questions ahead of time, so you don't get caught off guard and say something that is not completely true or irrelevant. There is no need to memorize your answers. In other words, be prepared for these questions and have an outline or script ready, but don't worry about remembering your answers word-for-word.

TRADITIONAL JOB INTERVIEW QUESTIONS

What can you tell us about our company?

What interests you about our products?

What do you know about our competitors?

What attracts you to a career with us? How do you see your studies, skills, experience and personal qualities contributing to the work of the organization?

Why did you apply for this position? How do you think that you might fit into this company?

How would you describe yourself?

PERSONAL KNOWLEDGE & EXPERIENCES

You have demonstrated in your resume that you have knowledge of _____. Could you please expand on this and tell us what you think your strengths are in this area?

What particular skills and qualities do you bring to the workforce? What other skills would you like to develop in the future?

Tip: Strengths and weaknesses

What do you consider to be your greatest strengths and weaknesses?

How do you determine or evaluate success? Can you provide an example?

What motivates you to go the extra mile on a project or job?

What's more important to you -- the work itself or how much you're paid for doing it?

What's one of the hardest decisions you've ever had to make?

What two or three things are most important to you in your job?

What have you accomplished that shows your initiative and willingness to work?

Why should we hire you?

Is there an achievement of which you are particularly proud? What is it? Why is it significant?

Are you willing to travel for the job? Are you willing to relocate?

Traditional Employment Interview Questions

FOCUS ON TEAM SKILLS

How well do you work with people? Do you prefer working alone or in teams?

Can you describe a time where you have been required to perform as part of a team? What was the situation? What part did you play in the team and what was the outcome of the exercise?

The ability to work independently within a structured team is essential to the position. This will require the successful applicant to be self-starting, able to prioritize tasks, be a good communicator, as well as showing considerable initiative. Can you give us some examples where you have worked within a team environment and demonstrated these abilities?

PROBLEM SOLVING SKILLS/CONFLICT RESOLUTION

How would you describe your ability to deal with conflict?

Have you ever had difficulty with a supervisor or professor? How did you resolve the conflict?

Describe a time when you had to deal with challenging demands. How did you deal with this situation and what was the outcome?

LEADERSHIP SKILLS

Do you consider yourself a leader?

What are the attributes of a good leader?

CAREER INTERESTS AND FUTURE GOALS

What are the most important rewards you expect in your career?

Why did you choose this career field?

What are your long range career objectives?

How do you plan to achieve your career goals?

What criteria are you using to evaluate the company for which you hope to work?

Where do you expect to be in 5 years time? What will you do if you are not successful in gaining this position?

Tip: Demonstrate to the interviewer that you have thought about what it is you want from work and what you hope to achieve. Let them know you are flexible however, and willing to explore new opportunities.

Do you have plans for continued study? An advanced degree?

What are your long range and short range goals and objectives?